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14 December 1951

## CAREER SERVICE COMMITTEE

Working Group on CAREER BENEFITS

Minutes of the 8th Meeting, 13 December 1951, 3:30 P.M.

**Presents:**

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1. The minutes of the 7th meeting were read and approved.
2. The Chairman of the Working Group, reporting on objections to Senate Bill 1820 that have been raised by the General Accounting Office, noted that further progress in obtaining information on these objections cannot be made until the Congress resumes session after the first of the year. Action will be taken to get this information at that time.
3. The Chairman distributed copies of a summary of proceedings of the Working Group on Career Benefits, which were forwarded to the Career Service Committee.

The Executive Secretary made two suggestions for additions to this summary, which were accepted by the Working Group: (a) that a copy of the Agenda of the Working Group be attached to the summary, (b) that a copy of paragraph 5 of the minutes of the 6th meeting be made an attachment to this summary.

4. The Working Group concurred in the establishment of a Task Force to assist the Sub-Committee of the Working Group in the assembly of pertinent information on the career systems of the Armed Forces, Foreign Service, Public Health, etc. Members of this Task Force are:

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5. The Working Group concurred in the need for a definition of Agency extra-hazardous-duty categories, applicable to Agency operations, and particularly those limited categories of extra-hazardous duty for

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which there are precedents established by law, plus certain types of extra-hazardous duty unique within the Central Intelligence Agency field of operations. Covert office representatives (OSO, OPC, Commo) were requested to assemble categories of extra-hazardous duty applicable to their office operations. It was further agreed that these lists should be prepared and forwarded as soon as possible to each member of the Working Group in order that the material can be available for discussion at the next meeting of the Working Group. Each office representative will be responsible for forwarding copies to each Working Group member.

6. The Working Group examined current Agency policy in the payment of Staff Agents with a view to determining whether or not recognition of extra-hazardous duty assignments for Staff Agents could be accomplished on the same basis as payment of certain items of expense incurred in the conducting of Agency business, which is recognized as being reimbursable to the Staff Agent. It was agreed that this matter deserves further study, subject to the understanding that such payments would be considered to be over and above, but not conditioning, Staff Agent basic pay schedules. Further it was pointed out that any such system of remuneration for extra-hazardous duty should provide for a means of certification which can be accomplished by responsible officers in the field. *This applies equally to Staff employees under similar circumstances.*

The Working Group concurred that extra-hazardous duty pay could not be made on a retroactive basis, but that a system of meritorious service awards and cash benefits would be more properly applicable to a situation of that kind. It was suggested that CIA regulations  be reviewed to determine whether or not present regulations covering meritorious service awards are adequate for or acceptable to covert-office activities. Security considerations will always be a factor in the announcement of awards for meritorious service in covert-office operations.

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7. The Working Group agreed that any list of extra-hazardous-duty-category benefits must exclude medical benefits which are more properly a subject of other regulations covering the Agency's responsibilities to its employees.

8. The meeting was adjourned at 1700, to meet again on Thursday, 20 December 1951.

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